

## LABOUR DEPARTMENT

The 22nd October, 1968

No. 9300-3Lab-68/26266.—In exercise of the powers conferred under para 27-A of the Employees Provident Funds Scheme, 1952 framed under the Employees Provident Funds Act, 1952 (19 of 1952), the Governor of Haryana is pleased to grant exemption to all the employees of M/S Hindustan Twysfords Ltd., Bahadurgarh who are enjoying the benefits of M/S Somany Provident Fund Institution, Wellesley Place, Calcutta as a class, from the operation of all the provisions of the Employees Provident Funds Scheme, 1952 with effect from the 1st August, 1965 subject to the conditions that :—

- (i) the employers shall, in respect of such class of employees, maintain such accounts, submit such returns, provide such facilities for inspection, pay such inspection charges and invest provident fund collections in such a manner as the Central Government may direct ; and
- (ii) the employers shall not, at any time after grant of exemption, without the leave of the Central Government reduce the total quantum of benefits which such a class of persons were entitled at the time of the grant of exemption.

The 22nd October, 1968

No. 9754-3Lab-68/26427.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Chandigarh, in respect of the dispute between the workmen and the management of M/s Shree Narayan Industries, Gurgaon :—

BEFORE SHRI K.L. GOSAIN, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA,  
CHANDIGARH

Reference No. 45 of 1968

*Between*

THE WORKMEN AND THE MANAGEMENT OF M S SHREE NARAYAN INDUSTRIES,  
GURGAON

*Present :—*

Shri L.N. Gupta, for the management.

Shri C. B. Kaushik, for the workmen.

## AWARD

An industrial dispute having come into existence between the workmen and the management of M/s Shree Narayan Industries, Gurgaon, the same was referred for adjudication to this Tribunal under clause (d) of sub-section 1 of Section 10 of the Industrial Disputes Act 1947,—*vide* Haryana Government Notification No. ID/GG 3/A-68, 21585, dated 21st August, 1968. The only two items of dispute which are mentioned in the said notification are as under :—

1. Whether the workmen should be paid bonus for the year 1966-67 ? If so ; what should be the quantum of bonus and terms and conditions of its payment?
2. Whether the workmen are entitled to increase in wages in the form of Interim relief. If so ; with what details and from which date?

Usual notices were issued to the parties who have since then entered into a mutual settlement, and have reduced the same to writing in the form of a document which they have produced before me and which I have marked as EX. 'A'. With a view to clarify the terms of settlement I have also recorded the statement of Shri L. N. Gupta who represents the management as also the statement of Shri C. B. Kaushik who represents the workmen. In terms of the said settlement I make my award as under :—

*Item No. 1.*—The management having admittedly suffered losses during the years 1964-65, 1965-66 and 1966-67, the workmen have given up their claim for bonus and have led no evidence to support it. The demand covered by Item No. 1 is, therefore, dismissed.

*Item No. 2.*—The management have agreed to pay the amount of interim relief to their workmen in accordance with the recommendations of the Wage Board for the Engineering Industry as later modified by the tripartite committee appointed by the Government of Haryana, the decisions of which are contained in EX. 'B'. The management is directed to pay the amount covered by the said recommendations for the period mentioned in the same and the parties will remain bound by the decisions of the aforesaid Tripartite Committee.

No order as to costs.

K. L. GOSAIN,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Chandigarh.

Dated the 15th October, 1968.

No. 1142, dated Chandigarh, the 16th October, 1968

The award (four copies) be submitted to the Secretary to Government, Haryana, Labour and Employment Department, Chandigarh, as required by Section 15 of the Industrial Disputes Act, 1947.

K. L. GOSAIN,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Chandigarh.

No. 9752-3Lab-68/26429.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Chandigarh, in respect of the dispute between the workmen and management of M/s Eicher Tractors India, Ltd., Faridabad :—

BEFORE SHRI K. L. GOSAIN, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA, CHANDIGARH.

REFERENCE NO. 2 OF 1968

between

THE WORKMEN AND THE MANAGEMENT OF M/S EICHER TRACTORS INDIA, LTD., FARIDABAD.

Present :

Shri R. C. Sharma, for the management.

Shri Ashok Kumar, for the workmen.

#### AWARD

An industrial dispute having come into existence between the workmen and the management of M/s Eicher Tractors India Ltd., Faridabad, the same was referred for adjudication to this Tribunal under clause (d) of sub-section 1 of section 10 of the Industrial Disputes Act, 1947, —vide Haryana Government notification No. ID/FBD/3F/179, dated 3rd January, 1968. The only two items of dispute which are mentioned in the aforesaid notification are as under:—

1. Whether the workmen are entitled for bonus at enhanced rate for the year 1965-66. If so, with what details ?
2. Whether the workers are entitled for the grant of dearness allowance ? If so, with what details and from which date ?

Usual notices were issued to the parties and in response to the same the workmen filed their statement of claims and the management filed their detailed written statement. On the date fixed for recording evidence, the representatives of the parties informed me that the dispute had been mutually settled between them and I recorded their statements with regard to the said settlement and in terms of the same I make my award as follows :—

*Item No. 1.*—The workmen having satisfied themselves that there was no available surplus for distribution as bonus, their representative Mr. Ashok Kumar stated before me that the workmen had withdrawn their demand for bonus. In any case no evidence was led to support the said demand and the said demand is, therefore, dismissed.

*Item No. 2.*—The management will pay dearness allowance at the rate of Rs 7.50 paise per month to all their workmen who had completed one year's service on or before 1st July, 1968. It will be in addition to the minimum wages which the workmen may be getting. This amount will be payable with effect from 1st July, 1968. The workman who will complete one year's service after 1st July, 1968 and who may be then in service of the management will also be paid dearness allowance at the same rate from the date each of them completes one year service.

No order as to costs.

Dated 16th October, 1968.

K. L. GOSAIN,  
Presiding Officer,  
Industrial Tribunal, Haryana, Chandigarh.

No. 1144, dated Chandigarh, the 16th October, 1968.

The award be submitted to the Secretary to Government, Haryana, Labour and Employment Department, Chandigarh, as required by section 15 of the Industrial Disputes Act, 1947.

K. L. GOSAIN,  
Presiding Officer,  
Industrial Tribunal, Haryana, Chandigarh.